



Bradford Minor Hockey Association Rep Coach Selection Process

Goals:

1. To build the best roster of coaches for BWGHMA Rep teams.
2. To find and develop potential coaches.
3. To evaluate coaches and to work with them to improve and develop their coaching skills.
4. To ensure that BWGMHA Rep team coaches abide by the BWGMHA Code of Conduct and the rules governing hockey both within York Simcoe and OMHA.
5. To integrate the coaches with the BWGMHA Player Development Program as defined and delivered by the Technical Director.

Strategy:

- All current coaches will be evaluated prior to coach selection.
- Potential new coaches will be interviewed at the discretion of BWGMHA and their references verified.
- All selected coaches will complete a Police Record Check form on appointment to a team.
- The Selection Committee and BWGMHA rep coaches will work with the Technical Director to deliver and improve his or her program.
- The selection of coaches will be by consensus of the Committee. Those chosen will then be brought forward for final approval by the BWGMHA board.

Coach Selection Committee Structure:

The BWGMHA Coach Selection Committee consists of the following members:

- 1 – VP of Hockey Operations (Chair)
- 2 – Technical Director
- 3 – Members chosen by VP of Operations

The committee when rendering decisions for is a min. of four (4) members, with structure above. President of BWGMHA will assist chairing/selecting committee in the case of any conflict of interest issues that may arise.

Process:

1. Collect and assess evaluation results of current coaching staffs.
2. Identify status of current coaching staffs (acceptable, not acceptable or to be determined).
3. Call for applications (current coaching staffs and external).
4. Collect applications for next season's coaching roster.
5. Assemble list of applicants.
6. Conduct interviews.
7. Verify experience and personal suitability of all new candidates.
8. Award team based on the following priority order, if possible:
 - a. Acceptable current coach, one year with age and level.
 - b. Acceptable candidate, highly qualified, non-parent or parent, as per strategy.
 - c. Acceptable current coach, two years or more with age and level..
9. Notify all applicants of results.
10. Advise the BWGMHA Board of the results.
11. Formally announce coaching roster at the BWGMHA Annual General Meeting. In the event that certain levels have not been staffed, those levels will be announced as "To Be Determined".

Timeframe:

December > February – Collection of evaluation data (TBD)

January – Posting of online application form

February 28th – Deadline for applications for coaching positions

March – Completion of interviews

April – Formal announcement of coach roster

Coach Tenure:

All BWGMHA Rep Program coaches are appointed for the coming season only. There is no guarantee of a second or subsequent year with the same player group.

The Committee does recognize that there are significant benefits in allowing coaches to plan a two year program. The Committee will undertake to award a second year to any coach, should he or she apply, provided the applicant is otherwise suitable and if there is a spot available. Suitable means, among other things, no unresolved issues from evaluations, and no significant changes to the coach's availability.

Each year, in selecting and assigning coaches, we have some excellent current coaches or coach candidates who do not get teams. This can be a problem with the number and quality of candidates at a level or the parent vs. non-parent decision. The fact that a particular current coach does not get a team should never be construed as a criticism of that individual or as an indicator of problems.